

EXHIBIT "A"

EXPLANATION OF PAY TYPES

Trades & Labor Schedule (TLS):	<p>A position is classified under the TLS if its primary duty involves the performance of physical work which requires knowledge or experience of a trade, craft, or of a manual-labor nature.</p> <p>The TLS table has three separate sub-schedules: TG, which covers positions with worker responsibility, TL, which covers positions with lead responsibility, and TS, which covers positions with supervisory responsibility.</p>	Open Range (OR):	Employees in certain positions designated by the Civil Service Commission will be compensated on open range salary grades, which include minimum and maximum salaries only. Employees may be compensated anywhere within this range, subject to provisions in the Open Range policy.
Standard Range Schedule (ST):	A position is subject to the ST, even if it requires physical work, if its primary duty requires knowledge or experience of an administrative, clerical, scientific, artistic, or technical nature not related to trade, craft, or manual-labor work.	Bonus Plans:	Bonuses are a way to grant employees a pay increase without permanently increasing base pay. A lump-sum bonus as authorized by the Civil Service Commission, if applicable, and approved by the Department of Finance, may be paid to employees up to a maximum of the equivalent of a two-step increase from the employee's current pay.
Police & Fire Schedule (PF):	The PF schedule covers sworn members of the Metro Police Department and Emergency Medical Service, Fire Suppression, and other designated employees of the Fire Department.		
Special Pay Types:	Included in the pay plan are special pay types specifically designed for Correctional Officers (CO), Public Defender (PD), Mayor (MM), Vice Mayor (VM), Council Members (CM), Judicial Assistants (JS), Departmental Directors (DP), School Crossing Guards (SP) and School Crossing Guard Supervisors (SS), Board of Education Member (BE), Emergency Telecommunications (ET), and Park Police (PK)		

EXPLANATION OF PAY CALCULATIONS

Except as specifically noted in this pay plan, the pay for all full-time employees is based on an annual salary.

ST/PF/CO/ET/PK

When an employee on these schedules is promoted to a higher pay grade, the new salary is generally calculated by first determining the employee's "promotional step", moving forward two steps in the current range. The new pay rate is established by slotting the employee into the step in the new range that is closest to, but not less than, the employee's promotional step.

TLS

When an employee on the TLS schedule is promoted to a higher pay grade, the employee's pay will be adjusted to the step in the new pay grade which is closest to a 6% increase, but not less than a 5% increase.

Open Range

Employees eligible for the Open Range pay plan may receive promotions in accordance with Civil Service Policy.

Reclassifications

Employees on any pay schedule who are reclassified are slotted into the new pay grade at the step which is closest to, but not less than, their current pay.

Living Wage

New full-time employees will be hired at a step in the pay grade that is closest to the living wage rate if the base rate for the classification is below the Living Wage rate. The Human Resources Director will periodically conduct a review of the Living Wage rate and recommend adjustments to the Civil Service Commission.

POLICE AND FIRE PAY TABLE

EFFECTIVE 7/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
PF02	41,841.33									
PF03	46,494.45									
PF04	49,836.02	51,496.76	53,157.48	54,818.21	56,478.93	58,139.66	59,800.39	61,461.12	63,121.84	64,782.57
PF05	55,046.66	56,881.40	58,716.12	60,550.85	62,385.60	64,220.32	66,055.04	67,889.78	69,724.51	71,559.23
PF06	60,618.32	62,638.89	64,659.48	66,680.05	68,700.62	70,721.18	72,741.75	74,762.32	76,782.91	78,803.47
PF07	63,649.23	65,770.85	67,892.47	70,014.11	72,135.72	74,257.35	76,378.96	78,500.58	80,622.20	82,743.81
PF08	66,600.74	68,821.35	71,041.96	73,262.58	75,483.19	77,703.82	79,924.44	82,145.04	84,365.66	86,586.29
PF09	69,930.77	72,261.57	74,592.36	76,923.15	79,253.95	81,584.73	83,915.53	86,246.33	88,577.11	90,907.90
PF10	73,217.49	75,657.83	78,098.15	80,538.50	82,978.84	85,419.17	87,859.53	90,299.86	92,740.19	95,180.53
PF11	79,826.18	82,487.14	85,148.09	87,809.03	90,469.99	93,130.94	95,791.90	98,452.84	101,113.80	103,774.76
PF12	85,414.02	88,260.86	91,107.71	93,954.56	96,801.41	99,648.27	102,495.10	105,341.96	108,188.81	111,035.66

There are no step increases for Fiscal Year 2021. Employees' increment dates will be advanced by one year.

Grade	Minimum	Midpoint	Maximum
PF13	93,094.14	119,159.43	145,224.72
PF14	110,012.43	145,201.49	180,390.56
PF15	129,402.35	174,676.45	219,950.56
Open Range			

** Note: steps may vary slightly due to rounding*

*** Rate at PF02 is for Provisional Trainee employees while in training academies. Rate at PF03 is for Police Officer 1, Fire Fighter 1, and EMT 1 employees during 6-month probationary period.*

STANDARD RANGE PAY TABLE

EFFECTIVE 7/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
ST01	22,105.37	22,842.18	23,579.00	24,315.84	25,052.67	25,789.49	26,526.31	27,263.13	27,999.96	28,736.78
ST02	24,106.17	24,909.68	25,713.20	26,516.73	27,320.26	28,123.75	28,927.27	29,730.80	30,534.30	31,337.83
ST03	26,288.09	27,164.32	28,040.57	28,916.83	29,793.07	30,669.31	31,545.55	32,421.80	33,298.05	34,174.30
ST04	28,667.50	29,623.04	30,578.60	31,534.17	32,489.72	33,445.26	34,400.82	35,356.39	36,311.94	37,267.50
ST05	31,262.25	32,304.29	33,346.34	34,388.40	35,430.44	36,472.49	37,514.53	38,556.59	39,598.63	40,640.68
ST06	34,091.88	35,228.24	36,364.60	37,500.99	38,637.35	39,773.70	40,910.07	42,046.44	43,182.80	44,319.16
ST07	37,177.61	38,416.84	39,656.06	40,895.28	42,134.51	43,373.71	44,612.95	45,852.18	47,091.38	48,330.61
ST08	40,542.65	41,894.06	43,245.43	44,596.83	45,948.21	47,299.59	48,650.98	50,002.36	51,353.75	52,705.13
ST09	44,212.28	45,685.98	47,159.69	48,633.39	50,107.10	51,580.79	53,054.50	54,528.20	56,001.90	57,475.62
ST10	48,835.80	50,463.39	52,090.97	53,718.56	55,346.14	56,973.72	58,601.30	60,228.88	61,856.47	63,484.06
ST11	53,777.73	55,569.85	57,361.98	59,154.08	60,946.21	62,738.32	64,530.44	66,322.57	68,114.67	69,906.80

There are no step increases for Fiscal Year 2021. Employees' increment dates will be advanced by one year.

** Note: steps may vary slightly due to rounding*

OPEN RANGE PAY TABLE**EFFECTIVE 7/1/2020**

Grade	Minimum	Midpoint	Maximum
OR01	40,542.65	46,623.90	52,705.13
OR02	44,212.28	50,843.94	57,475.62
OR03	48,835.80	56,159.94	63,484.06
OR04	53,777.73	61,842.27	69,906.80
OR05	59,085.44	67,949.55	76,813.67
OR06	64,950.06	76,316.32	87,682.58
OR07	70,814.69	85,123.82	99,432.95
OR08	76,702.93	93,961.09	111,219.26
OR09	82,591.18	103,238.96	123,886.75
OR10	90,094.28	114,870.20	139,646.14
OR11	97,597.40	126,876.62	156,155.84
OR12	106,197.60	140,711.81	175,226.03
OR13	114,797.80	154,977.01	195,156.24

Open Range

EMERGENCY TELECOMMUNICATIONS PAY TABLE
EFFECTIVE 7/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
ET01	40,542.65									
ET02	41,758.93	43,150.88	44,542.79	45,934.73	47,326.66	48,718.58	50,110.51	51,502.43	52,894.36	54,286.28
ET03	44,212.28	45,685.98	47,159.69	48,633.39	50,107.10	51,580.79	53,054.50	54,528.20	56,001.90	57,475.62
ET04	48,835.80	50,463.39	52,090.97	53,718.56	55,346.14	56,973.72	58,601.30	60,228.88	61,856.47	63,484.06
ET05	53,777.73	55,569.85	57,361.98	59,154.08	60,946.21	62,738.32	64,530.44	66,322.57	68,114.67	69,906.80
ET06	59,085.44	61,055.11	63,024.78	64,994.44	66,964.13	68,933.81	70,903.47	72,873.15	74,842.81	76,812.50

There are no step increases for Fiscal Year 2021. Employees' increment dates will be advanced by one year.

Grade	Minimum	Midpoint	Maximum
ET07	70,814.69	85,123.82	99,432.95
ET08	82,591.18	103,238.96	123,886.75
Open Range			

** Note: steps may vary slightly due to rounding*

TRADES AND LABOR PAY TABLE

EFFECTIVE 7/1/2020

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Grade	Step 1	Step 2	Step 3	Step 4	Step 5
TG01	22,878.25	23,807.43	24,736.62	25,690.94	26,645.23	TL01	25,138.44	26,168.09	27,147.49	28,202.25	29,282.15	TS01	37,167.71	38,800.09	40,256.67	41,863.90	43,571.62
TG02	24,033.44	25,012.87	25,992.29	26,996.82	28,001.35	TL02	26,368.98	27,448.87	28,528.74	29,658.84	30,788.94	TS02	38,649.41	40,382.23	41,914.13	43,546.49	45,304.43
TG03	26,921.48	28,001.35	29,131.46	30,211.33	31,391.65	TL03	29,558.38	30,788.94	31,994.36	33,275.15	34,480.61	TS03	40,733.80	42,315.95	44,073.88	45,706.25	47,439.07
TG04	29,583.50	30,788.94	32,069.71	33,275.15	34,555.93	TL04	32,571.97	34,053.67	35,384.66	36,791.01	38,147.14	TS04	42,516.86	44,249.67	46,057.83	47,815.76	49,674.15
TG05	31,517.22	32,898.46	34,254.58	35,635.81	36,916.58	TL05	34,706.61	36,163.18	37,569.53	39,201.91	40,558.02	TS05	44,350.13	46,133.17	48,117.13	49,849.95	51,733.46
TG06	33,425.85	34,807.07	36,163.18	37,544.42	39,000.99	TL06	36,791.01	38,222.48	39,729.27	41,286.29	42,918.66	TS06	46,283.85	48,267.80	50,176.43	52,059.92	54,119.21
TG07	35,309.33	36,916.58	38,297.82	39,779.50	41,261.19	TL07	38,800.09	40,457.56	41,964.36	43,596.74	45,404.89	TS07	48,242.69	50,176.43	52,185.50	54,219.66	56,228.72
TG08	37,192.84	38,774.98	40,357.11	41,863.90	43,395.84	TL08	40,934.71	42,742.88	44,350.13	46,057.83	47,740.44	TS08	49,950.40	52,059.92	54,219.66	56,228.72	58,363.36
TG09	39,201.91	40,784.03	42,341.06	44,073.88	45,630.90	TL09	43,069.35	44,852.39	46,560.10	48,343.15	50,176.43	TS09	51,984.57	54,169.43	56,228.72	58,514.05	60,598.45
TG10	40,934.71	42,742.88	44,350.13	46,057.83	47,740.44	TL10	45,028.18	47,087.48	48,870.53	50,728.91	52,587.29	TS10	53,767.63	56,052.94	58,237.80	60,573.33	62,758.19
TG11	42,868.45	44,601.27	46,359.20	48,242.69	49,950.40	TL11	47,238.17	49,171.89	51,055.39	53,190.01	55,048.40	TS11	55,826.92	58,036.90	60,447.76	62,707.98	65,043.52
TG12	44,701.72	46,484.77	48,343.15	50,226.64	52,135.27	TL12	49,196.98	51,281.40	53,315.59	55,324.66	57,333.72	TS12	57,685.30	60,096.19	62,557.29	64,917.94	67,379.06
TG13	46,459.65	48,368.26	50,402.44	52,361.28	54,320.12	TL13	51,281.40	53,416.04	55,600.88	57,685.30	59,794.83	TS13	60,372.42	62,758.19	65,319.76	67,755.75	70,392.65
TG14	48,343.15	50,402.44	52,411.50	54,495.91	56,379.40	TL14	53,290.48	55,400.00	57,685.30	59,970.63	62,155.48	TS14	63,461.37	66,173.61	68,835.63	71,472.51	74,008.97
TG15	50,276.88	52,461.73	54,546.13	56,655.65	58,815.40	TL15	55,324.66	57,685.30	59,995.72	62,306.17	64,541.23	TS15	67,353.92	70,141.52	72,878.87	75,716.67	78,479.13
TG16	52,185.50	54,345.24	56,454.75	58,790.30	60,849.59	TL16	57,308.61	59,769.71	62,180.60	64,491.03	66,851.67	TS16	71,723.65	74,737.25	77,700.61	80,689.12	83,677.59

There are no step increases for Fiscal Year 2021. Employees' increment dates will be advanced by one year.

SPECIAL PAY TABLE

EFFECTIVE 7/1/2020

Metro Mayor

ANNUAL MM 180,000.00

Vice Mayor

ANNUAL VM 25,230.00

Council Member

ANNUAL CM 23,100.00

Public Defender

ANNUAL PD 166,526.00

Board of Education Member

ANNUAL BE 14,000.00

Judicial Services

		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	JS01	42,441.47	55,168.58
	JS02	50,929.76	66,208.69
	JS03	61,115.71	79,450.43

School Patrol

		<u>Minimum</u>	<u>Maximum</u>
HOURLY	SP01	11.13	15.10
	SS01	12.80	16.32

Directors Pay

		<u>Minimum</u>	<u>Maximum</u>
ANNUAL	DP01	73,542.00	132,375.60
	DP02	98,861.46	188,269.81
	DP03	133,899.80	267,799.60